

[In these minutes: 2000-01 Meeting Calendar, 3/16 FCC Meeting Update, Further Consideration of CLA Faculty Workloads, Retirement Subcommittee Update, Information on a Proposed Interpretation to *Faculty Tenure*, Faculty Development and ASAC Update]

### **Senate Committee on Faculty Affairs**

Thursday, March 23, 2000

6-101 Basic Sciences

3:00 PM

### **MINUTES**

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the view, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

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| <b>Present:</b> | Richard Goldstein (Chair), Josef Altholz, Carol Carrier, Robert Fahnhorst, Daniel Feeney, Andrea Hinding, Marti Hope Gonzales, Charlene Mason, Cleon Melsa, Larry Miller, Sam Mok, Marcia Pankake, Carol Wells |
| <b>Regrets:</b> | Avner Ben-Ner, Carole Bland, John Fossum, Roland Guyotte, Robert Jones, James Perry, George Seltzer, Geoffrey Sirc, Tom Walsh, Sheila Warness  |
| <b>Absent:</b>  | Meghan McCauly   |
| <b>Guests:</b>  | Ellen Berscheid  |

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#### **• Chair's Report**

2000-01 Meeting Schedule (see attached): Professor Goldstein provided committee members with two possible meeting schedules for SCFA during the 2000-01 academic year. It will be further considered at future meetings.

Key Issues Status Report/Update: Professor Goldstein reviewed a handout that outlines issues currently before the committee and their status.

March 16 FCC Meeting Update: Professor Goldstein informed the committee that the Faculty Consultative Committee (FCC) approved the proposed Tuition Remission Resolution and the Emeriti Policy and Administrative Procedures. Both will be presented for action at the April 20 Senate/Assembly meeting.

#### Faculty Workloads – Discussion with Ellen Berscheid

Regents' Professor Ellen Berscheid was present to further discuss the issue of CLA faculty workloads with the committee:

- Professor Goldstein has invited Dean Rosenstone to a committee meeting to discuss this issue.
- The Faculty Consultative Committee (FCC) has been made aware of this issue and is looking forward to the findings developed by SCFA and feels that the Educational Policy Committee (SCEP) should also be made aware of the issue.

- FCC would like this issue resolved by the end of this semester.

Comments:

- Professor Goldstein will follow up with Dean Rosenstone and ask that he provide the committee with data on the various workload modules within CLA.
- Professors Miller, Melsa, and Altholz have looked at the facts and tried to determine the problem with the procedure. The next step would be to collect data to prove if that there is a procedural problem.
- The procedural problem that exists is complex since central administration created it.
- Some faculty members' workloads were made neutral by reducing contact hours, but that was not possible for everyone within the college.
- The number of contact hours is not neutral between the quarter and semester systems, but the Dean argues that there is credit neutrality.
- Credits are meaningless when workloads are measured.
- Under the quarter system, faculty were expected to teach five courses per academic year and most taught two classes for two quarters and one during the other.
- Under the semester system, the workload would be close to neutral if faculty taught two courses for three semesters and then one course during the next semester.
- Most departments do not have the option of making credits equal to the number of instruction hours because curriculum requirements cannot be met if that were to occur.
- The dean tried to resolve the issue by allowing Regents' Professors one course exemptions.
- This issue must be settled even if it is determined that the workloads did remain neutral during semester conversion.
- Information from across other units should be gathered to determine if this is a University-wide issue.
- Class schedules from the quarter and semester systems can be compared to determine if contact hours did change upon semester conversion.
- The goal is to get workloads equivalent to what they were under the quarter system, but it is uncertain how that can occur without the addition of more faculty.
- Teaching loads should be left up to the individual departments to consider.
- The Dean's original proposal was for faculty to teach four hours for four credits and four courses would be taught over 2 semesters, which is a definite increase in workload.
- The Dean claims semester conversion has created a financial downfall more so for CLA than other units, but its impact will not appear until this semester.
- Professors Miller, Melsa, and Altholz will create a list of information that should be collected from various units across the University to determine if workloads have remained neutral.
- The committee will draft a resolution on this matter.

**2. Approval of March 9, 2000 Minutes:** The minutes were approved as presented.

### **3. Retirement Subcommittee**

Professor Feeney provided the committee with an update on the issues under consideration by the Retirement Subcommittee:

- Information is available on the distribution of faculty investment funds and it shows that there is equal investing between equity and non-equity funds.
- The waiting period for assistant professors to enter the faculty retirement plan is two years, but it varies for academic professionals depending upon how much money they earn. The subcommittee is

working on making the stipulations for entering the program at least equal between the two classes if the waiting period cannot be eliminated.

- Estimates are still under development to determine how much it would cost to continue to provide health care coverage after employees retire. The subcommittee believes that it may be more cost-effective to provide health care coverage to retirees instead of paying full salaries of those who will not retire because they will lose that benefit.

#### **4. Tenure Subcommittee – Information on a proposed Interpretation to *Faculty Tenure***

Professor Dempsey presented for information a proposed interpretation to *Faculty Tenure*:

- Under the post-tenure review process, it was suggested to departments that they revise their 7.12 Statements so an interpretation of Section 7.11 and 7.12 was needed.
- Section 7.11 stipulates the criteria for units to use for promotion and Section 7.12 provides a detailed explanation of the goals to be used when developing the criteria.
- The interpretation stipulates that the department must develop a statement and submit it to the faculty, dean, and central administration.
- The interpretation would replace the second paragraph of the existing interpretation for Section 7.11.
- Comments:
  - Those revised statements that have been submitted have yet to be reviewed.
  - The revised draft of the interpretation stipulates that this would not apply to associate professors.
  - If the stipulation about associate professors was not included, progression could be prolonged indefinitely since there would be no set probationary period for the associate professors.
  - EVPP Bruininks and Vice Provost Jones suggested that the interpretation be developed so it is not considered to be controversial and should be approved by the administration without concern.
  - It was suggested the interpretation be presented to the Judicial Committee for their consideration.
  - A motion to approve the interpretation was seconded and unanimously approved.

#### **5. Faculty Development**

Professor Goldstein provided an update on Faculty Development:

- A letter from Robert Jones and Dick Goldstein has been drafted and will be sent to twelve people asking them to serve on a task force that will consider faculty development in all areas except teaching.
- A copy of the letter will be distributed to committee members for their information.

#### **6. ASAC Liaison Update**

Andrea Hinding informed the committee of issues currently before the Academic Staff Advisory Committee (ASAC):

- P&A awards
- Emergence of an identity among the academic professional staff and how that compares to the faculty and civil service employees
- Consideration of developing a constitution and bylaws
- Development of an early retirement plan
- Reconfiguration of academic professional appointments so there is an option to offer multi-year appointments

- Review of the vacation leave policy
- Continuation of a dialog with the Senate structure

Comments:

- Only 15% (175) academic professional employees are on a continuous appointment.
- Those on annual appointments, and have been at the University for at least eleven years, get one-year's notice when their contract is to be eliminated.
- The University has always had the option to offer multi-year appointments, but that has not been common practice because units like the flexibility of annual appointments.
- There are over 3000 academic professional employees, but part of the group includes faculty members who may have an administrative appointment.

## 7. Other Business

### Social Security Changes

- Effective 31 December 1999 the rules for receiving social security will probably be changed so that anyone receiving any level of income after normal retirement age would still be able to collect social security.
- It would not necessarily be beneficial for faculty members up to age 70 to collect social security because the amount becomes larger as the person gets older and waits to collect it.
- Employee Benefits will further consider the change and provide any relevant information to the committee.

### 9 over 12 Payroll Change

- VP and Dean Maziar has determined that faculty paid from sponsored funds could not be paid 9 months over 12 months because it violates NIH policies.
- The stipulation will affect fifty people currently being paid on sponsored funds and choose to be paid 9 over 12 months.
- There is concern with faculty who go on and off of sponsored funds so guidelines will have to be developed to handle that issue.
- Faculty members must be made aware of this issue so a statement should be added to all grant proposals.

### Payroll Conversion

- Everything is on schedule for the payroll system to move to the People Soft system.
- The first checks under the new system will be distributed on July 12.
- If there are any problems with the new system, the old system will be able to produce the checks.
- The only difference that employees will notice between the systems is the appearance of the checks.
- The new system will allow employees to invest across the different companies that are available for retirement options.
- It will eventually be possible for life insurance to equal one year's salary and employees will have the option of purchasing up to \$1 million of coverage.
- Purchasing disability coverage can be deducted from checks under the new system so employees do not have to go to the agency and purchase it themselves.
- All of the new options are being made available under the new system because it would have cost too much to implement them under the old system.

Job Sharing

- Discussions have begun about sharing a tenured position between two people.
- Under the current Tenure Code, tenured positions must hold appointments of 67% time or greater.

Comments:

- The Tenure Subcommittee will eventually consider this issue.
- UMM is very interested in this issue.
- Information from other institutions that have job sharing in place should be collected to consider the success rate.
- Sharing a position could create a situation where one person earns tenure while the other does not at the same time.
- Tenured positions are meant to be held by individuals with their own intellectual thoughts so it is impossible to share such a position.

Salary Breakdowns

- There is a difference if the base salary of people on B appointments are determined by months (9) or weeks (59) since every six years there is an extra week in the summer.
- A similar problem will occur for those on A appointments.

Remaining Committee Meetings

- Thursday, April 13, 3:00 to 5:00 PM, 300 Morrill Hall
- Tuesday, April 25, 3:00 to 5:00 PM, 433 Johnston Hall
- Wednesday, May 3, 3:00 to 5:00 PM, Regents Room (238 Morrill Hall)
- Thursday, May 18, 3:00 to 5:00 PM, 300 Morrill Hall

**9. Adjournment:** Professor Goldstein adjourned the meeting at 4:50 PM.